

DFID DISABILITY INCLUSION STRATEGY DELIVERY PLAN

STRATEGIC PILLAR 1: INCLUSIVE EDUCATION

Outcome: Improved learning outcomes for children with disabilities from interventions and research investments. **We will:**

DELIVERABLE 1 | Improve implementation to ensure that policy translates into action

| ACTIONS | LEAD DEPT. | DEADLINE |
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| Support partner governments to deliver on their inclusive education commitments , particularly those made at GDS18 (Ethiopia, Rwanda, Pakistan, Tanzania, Bangladesh, Uganda and Jordan) | ISD/CYED/ Country Offices | 2023 |
| Support countries to embed disability inclusion and gender across education programmes , including through improved data collection and analysis, education sector plans, capacity building, teacher training, and evidence on scalable solutions | CYED/ Country Offices | 2023 |
| Include a focus on mental health and psychosocial support and sexual and gender based violence in school violence campaigns e.g. 'Safe to Learn' | CYED | 2019 |

DELIVERABLE 2 | Deliver targeted interventions to increase the number of children with disabilities accessing education, and improve learning outcomes

| ACTIONS | LEAD DEPT. | DEADLINE |
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| Reach up to 18,000 girls with disabilities , through the Leave No Girl Behind strand of the Girls Education Challenge programme | CYED | 2023 |
| Deliver targeted interventions: train 12,000 primary school teachers in Rwanda; transform and establish 687 new Inclusive Education Resource Centres (IERCs) across Ethiopia by 2022; support over 3,000 children with disabilities and the government to support over 35,000 children with more severe disabilities in Punjab; support provision of deaf education in Sindh province | Country Offices | 2023 |

DELIVERABLE 3 | Catalyse the will, tools and resources to realise inclusive education

| ACTIONS | LEAD DEPT. | DEADLINE |
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| Support countries to build their capacity to deliver comprehensive and cost-effective interventions through the new global Inclusive Education Initiative, including accessibility and affordability of learning aids and other assistive devices | CYED/ Country Offices | 2022 |
| Invest in research on what works to improve learning outcomes for highly marginalised children, especially with disabilities and those in conflict, focusing on the link with mental health and psychosocial support | RED/ ISD/ CYED | 2023 |
| Invest in key tools for more effective planning and implementation of inclusive education , including in Uganda and Pakistan | CYED/ Country Offices | 2023 |
| Ensure new funding includes targets towards the publication of inclusive education data by the UNESCO Institute of Statistics. New funding to support the Global Education Monitoring Report to focus on inclusion in 2020. | CYED | 2020 |
| Influence key partners , such as GPE, to fund and support better policy-making and support for children with disabilities | CYED | 2023 |

STRATEGIC PILLAR 2: SOCIAL PROTECTION

*Outcome: Better outcomes for people with disabilities and their families from more inclusive social protection systems. **We will:***

| DELIVERABLE 1 <i>Support the delivery of more disability-inclusive social protection policies, programmes and systems</i> | | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Support governments to make their social protection policies, strategies, programmes and systems more disability inclusive including delivering against commitments made at GDS18 (including consideration of intersecting vulnerabilities such as gender) through assessment, systems strengthening and pilot-testing e.g. including piloting a disability top-up under the senior citizens grant in Uganda; and disability grants for households with members with extreme disability in Burma | Country Offices/ ISD | 2023 |
| Strengthen the capability of governments, disabled persons organisations, other civil society organisations and development partners to engage effectively on disability and social protection in developing countries | Country offices | 2023 |
| Support governments to strengthen the linkages between social protection and other services and interventions , to improve the economic opportunities and wellbeing of people with disabilities, and protect their livelihoods ahead or during crises, e.g. assessment and referrals to additional services in Uganda | Country Offices | 2023 |
| Support the development of disability-specific social protection tools and guidance and the mainstreaming of disability in general social protection tools and guidance | ISD/ Country Offices | 2022 |

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| Place a greater focus on mental health and psychosocial support in social protection policy and programming | ISD/ Country Offices | 2023 |
| Conduct awareness raising and other activities to address stigma and tackle discriminatory attitudes and behaviour in social protection programmes and institutions, so that social protection systems are more inclusive of people with disabilities | Country Offices | 2023 |

| DELIVERABLE 2 <i>Push for greater global and national focus on and investment in disability-inclusive social protection</i> | | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Galvanise greater attention on and support to disability inclusive social protection , and those facing multiple forms of discrimination and exclusion (e.g. women and girls with disabilities), through working collaboratively with governments, DPOs and representative groups and other development partners | ISD/ Country Offices | 2023 |
| Work with the World Bank to strengthen disability inclusion and consideration of multiple forms of stigma and discrimination, in their social protection operations e.g. through the Rapid Social Response Multi-Donor Trust Fund | ISD | 2022 |
| Increase consultation with people with disabilities and their representative organisations in social protection policy and programming, including in monitoring and accountability | Country Offices/ ISD | 2023 |

| DELIVERABLE 3 <i>Strengthen the evidence base on inclusive social protection and promote the systematic collection and use of disaggregated data</i> | | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Invest in research to better understand barriers to disability-inclusion in social protection systems and what works to improve outcomes for people with disabilities and their families including on stigma and discrimination and mental health, and share lessons in DFID and externally | ISD/ RED/ Country Offices | 2023 |
| Review how to make social information systems more disability-inclusive and gender responsive and share lessons and good practice | ISD | 2020 |
| Strengthen integration of disability in social protection programme evaluations , including mental health, and develop core evaluation questions | ISD | 2020 |
| Encourage and support governments and partners to integrate the Washington Group Questions into social protection information and monitoring and evaluation systems and improve reporting and use of disaggregated data eg in Pakistan, Ethiopia and Bangladesh. | Country Offices | 2020 |

STRATEGIC PILLAR 3: ECONOMIC EMPOWERMENT

*Outcome: Increased employment, financial independence, satisfaction and well-being of people with disabilities. **We will:***

DELIVERABLE 1 | *Address attitudinal barriers to economic empowerment*

| ACTIONS | LEAD DEPT. | DEADLINE |
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| Build disability inclusive environments in the workplace through the Ethical Trade Initiatives Disability Base Code Guide and DFID programming in Ethiopia, Ghana and Zambia | PSD/ Country Offices | 2023 |
| Support countries' delivery of GDS18 commitments, in partnership with DPOs and representative groups, and in their efforts to address violence and reform discriminatory practices and policy and support Commonwealth countries seeking reform to address violence and discrimination against people with disabilities | ISD/ FCO | 2023 |
| Improve access to financial services for people with disabilities including in Afghanistan (agriculture supply chains), Uganda, Zambia and Nepal (financial sector) and in Burma and Ghana (innovative micro-finance and agricultural support) and support modernisation of payment infrastructure | Country Offices | 2023 |
| Develop diagnostic tools for stronger measurement and analysis of how growth affects poverty levels amongst people with disabilities | GRD | 2020 |

DELIVERABLE 2 | *Enhance economic and social participation*

| ACTIONS | LEAD DEPT. | DEADLINE |
|---|---------------------------|-----------------|
| Work proactively with CDC and IFC to develop a good practice note on disability inclusion linked to the IFC performance standards. | PSD | 2019 |
| Address disability inclusion and women's economic empowerment with a twin track approach , including strengthening the involvement of women with disabilities in value chains through 'work and opportunities for women' and in country offices such as Uganda | ISD/ GRD/ Country Offices | 2023 |
| Support people to develop skills for decent work: including in Ethiopia, India, Nepal and the Caribbean | Country Offices | 2023 |
| Support people with disabilities access jobs and livelihoods across six countries , through the £37m Disability Inclusive Development programme enabling up to 45,000 people to increase their incomes whilst learning from and disseminating what works | ISD/RED | 2023 |
| Reach people with disabilities to access jobs and livelihoods in Kenya and Bangladesh through the UK Aid Connect window on disability inclusion | ISD | |

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| Scale up access to jobs and livelihoods in the manufacturing sector in selected countries in Africa through the flagship £100m 'Invest Africa' programme | GRD/ Country Offices | 2023 |
| Forge and develop innovative partnerships with the private sector e.g. the new strategic partnership with the Government of Kenya and a small group of leading businesses | ISD/ Country Offices | 2019 |
| Introduce and sponsor a new award category into the Financial Times/IFC Transformational Business Awards | ISD | 2019 |

| DELIVERABLE 3 <i>Promote accessibility and usability</i> | | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Invest in and strengthen our approach to disability-inclusive infrastructure through the Infrastructure and Cities for Economic Development programme and in Uganda (infrastructure work under Trade Mark East), Nepal (schools, police), India (city planning and services), overseas territories | GRD/ Country Offices | 2023 |
| Embed universal design into relevant programming by ensuring buildings, products and environments consider people with disabilities from the start e.g. in DFID India's work on urban development, financial services, and innovations around assistive technologies | GRD/ Country Offices | 2023 |
| Provide bilateral technical assistance to assist improvements in the design and implementation of disability inclusive infrastructure through DFID's infrastructure programming | GRD | 2023 |
| Commission a review on the Private Infrastructure Development Group's approach to disability inclusion | PSD | 2020 |

STRATEGIC PILLAR 4: HUMANITARIAN RESPONSE

Outcome: More inclusive humanitarian response efforts. **We will:**

DELIVERABLE 1

Promote the routine, systematic collection and use of disaggregated data, and improve the evidence base

| ACTIONS | LEAD DEPT. | DEADLINE |
|--|------------------------|----------|
| Support agencies to collect and use more and better data and encourage agencies to use tested tools such as the Washington Group questions to disaggregate data | CHASE/ Country Offices | 2023 |
| Build the capabilities of humanitarian actors to collect quality data , producing open-access free e-learning, training guides, and training sessions on using the Washington Group questions in humanitarian settings | ISD | 2019 |
| Influence UN humanitarian agencies to be more disability inclusive through core funding including a payment by results indicator on disability data collection. By 2021 we will expect Humanitarian Response Plans to routinely disaggregate data on disability, and apply this learning to programming | CHASE | 2021 |
| Build the evidence base by trialling and reviewing new innovations in humanitarian settings , scaling up those that work, through the new Disability Inclusive Development programme | ISD/ RED | 2023 |
| Strengthen and scale innovation as part of a £5m disability inclusion fund supporting innovation in emergencies and protracted crises | RED | 2023 |

DELIVERABLE 2

Strive for equitable access in basic service provision

| ACTIONS | LEAD DEPT. | DEADLINE |
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| Review DFID's humanitarian portfolio to identify best practice in programming, draw links between disability inclusion and other marginalised groups and inform future programming approaches. Pilot initially in Nigeria. | ISD/DFID Nigeria | 2020 |
| Periodically review emergency relief delivery mechanisms and processes to ensure they are appropriate and accessible for all individuals, carefully monitoring how our stockpile items are used and implementing lessons learned | CHASE | 2023 |
| Develop new guidance on how to best deliver a fully inclusive humanitarian response effort , providing evidence and best practices from existing programmes and research undertaken by our Country Offices, starting with DFID Syria | DFID Syria/ ISD | 2019 |
| Align approaches to inclusion across groups facing different vulnerabilities (e.g. gender, youth, older persons etc) including through a new internal Inclusion Working Group, guidance notes, training, and bespoke support | ISD | 2023 |

DELIVERABLE 3 | *Place a greater focus on mental health and psychosocial support*

| ACTIONS | LEAD DEPT. | DEADLINE |
|--|-----------------|----------|
| Convene a permanent donor group to strengthen coordinated action for mental health and psychosocial support in humanitarian settings | CYED | 2019 |
| Scale up inclusive and accessible mental health and psychosocial support in bilateral and multilateral education in emergencies programming | CYED | 2023 |
| Increase focus on mental health and psychosocial support in programming such as our country office programming in Syria (education), Jordan (support to refugees), Turkey (psychosocial support) and the occupied Palestinian territories | Country Offices | 2023 |

DELIVERABLE 4 | *Advocate for the safety and protection of people with disabilities*

| ACTIONS | LEAD DEPT. | DEADLINE |
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| Influence UN agencies to make progress on needs assessments, humanitarian country team protection strategies and accountability to affected populations through our core funding payment by results indicators | CHASE | 2021 |
| Request agencies for specific details on how the needs of all people with disabilities have been considered from all those applying for bilateral humanitarian funding, including what the barriers to accessing services might be (including through our Rapid Response Facility) | CHASE/ Country Offices | 2023 |
| Encourage our partners to adhere to key standards on protection , including the Inter-Agency Standing Committee guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, which provides specific guidance on the protection of people with disabilities | CHASE/ Country Offices | 2023 |
| Ensure that specialised services for people with disabilities are delivered and are accountable to people living with disabilities through the Humanitarian Global Service business case, Humanitarian 2 Humanitarian network ¹ , and by working with specialised partners | CHASE | 2023 |

¹ H2H membership: <https://www.h2hworks.org/directory/h2h-member-organisations>

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| Include an accredited spinal injury cell in the UK Emergency Medical Team. This will further strengthen the provision of assistance to people with disabilities post disaster and in follow-up treatment | CHASE | 2019 |
| Push for accountability mechanisms to include the specific needs of people with disabilities , encouraging the leadership and engagement from local DPOs and people with disabilities, Human Rights councils and other accountability mechanisms | Country Offices | 2023 |
| New programming focussed on protection of refugees and host communities, such as in Jordan where our Humanitarian Protection for Vulnerable Refugees and Host Communities programme (2018-2020) provides MHPSS support, cash for protection and psychosocial services for 2980 patients [tbc] | Country Offices | 2020 |

DELIVERABLE 5

Push for disability inclusion to be an integral component of broader humanitarian system reform

| ACTIONS | LEAD DEPT. | DEADLINE |
|---|------------------------|-------------------------|
| Endorse roll-out of the new Inter-Agency Standing Committee guidelines on disability inclusion , providing training, satellite products, and requiring it of partners and ensure that the Humanitarian Inclusion Standards are used by partners to mainstream disability inclusion | CHASE, Country Offices | 2023 |
| Introduce a new section on inclusion of people with disabilities into our reporting frameworks for partners to report on. This will be tested out first in DFID Syria programming | DFID Syria | 2019 |
| Trial the inclusion of a minimum standard on mainstreaming inclusion of people with disabilities , with a DFID funded programme in DFID Syria. Partners will be required to report against these standards as part of their quarterly and annual reviews | DFID Syria | 2019 |
| Support efforts by our UN and NGO partners to deliver on their commitments at GDS18 , drawing on our strategic partnerships, management committees, donor groups, and annual Strategic Dialogues. | ISD/CHASE | 2019 (first review due) |
| Support the UN System Wide Action Plan to be fully integrated into the humanitarian response effort, including through discussion in strategic dialogues. | CHASE/ISD | 2023 |
| Increase the number of inclusion experts on our database of humanitarian contractors, which we can draw on for additional, expert advice and support, and review DFID's capacity and expertise on inclusive humanitarian action, ensuring we have the capability to deliver. | CHASE/ISD | 2020 |
| Provide expert support to DFID country teams on inclusion and disability programming in humanitarian contexts through our funding to Humanity and Inclusion (HI). | CHASE | 2023 |

CROSS-CUTTING THEMES

*Outcome: Reduced stigma and discrimination, improved outcomes for women and girls with disabilities and more people reached with essential assistive technology. **We will:***

| DELIVERABLE | <i>Tackle stigma and discrimination, support women and girls through targeted interventions and improve affordability and accessibility of assistive technology.</i> | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Tackle stigma and discrimination by: supporting full participation and leadership of people with disabilities; transforming harmful stereotypes and behaviours; and ensuring policies, structures and resources in place to counter discrimination. This includes through our work leading innovation on stigma and discrimination within the Disability Inclusive Development programme. | All Units | 2023 |
| Support women and girls with disabilities through targeted interventions such as the UN Trust Fund for the Prevention of Violence against Women and Girls and 'What Works' to Prevent Violence Against Women and Girls programme, as well as integrated approaches | ISD | 2020 |
| Improve affordability and accessibility of assistive technology through the 'AT2030' and 'ATscale' partnership programmes by improving evidence of what works, opening market access and service delivery innovation | RED/ GFD/ ISD | 2023 |

ADDITIONAL WORK AREA: MENTAL HEALTH

*Outcome: We will step up as a global leader on mental health and support and enable the full rights, inclusion and empowerment of people with mental health conditions and psychosocial disabilities. **We will:***

| DELIVERABLE | <i>Deepen understanding and increase delivery for better mental health outcomes across programmes and policy</i> | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Develop a comprehensive approach and theory of change to promote well-being of whole populations; prevent mental health conditions; ensure access to quality services and support, inclusion and fulfilment of rights for people with mental health conditions and psychosocial disabilities | ISD | 2019 |
| Strengthen internal skills, knowledge and expertise to ensure we have the right foundations needed to scale up on mental health | ISD | 2023 |
| Commit to focused action to provide inclusive and accessible mental health and psychosocial support (MHPSS) for children and adults in conflict and emergencies. We will include MHPSS in education in emergencies investments and will convene a permanent donor group on mental health and psychosocial support in humanitarian settings (addressing the needs of children and adults). | CYED/ CHASE | 2023 |

MAINSTREAMING: DISABILITY INCLUSION ACROSS DFID

Outcome: DFID's programming, policy, influencing work and internal systems support people with disabilities. **We will:**

| DELIVERABLE 1 <i>Mainstream disability inclusion across all DFID business units through the minimum and high achievement standards</i> | | |
|--|-------------------|-----------------|
| ACTIONS | LEAD DEPT. | DEADLINE |
| All business units will meet minimum standards in 2019 | All Units | 2019 |
| Four country offices will meet high achievement in 2019, twelve in 2020 and sixteen by 2023 | Country Offices | 2023 |
| Provide training on disability awareness and inclusion , and support business units with guidance, tailored support and country visits | ISD | 2019 |
| Use the Washington Group question sets as the tool for disaggregation and update monitoring and evaluation where feasible | ISD | 2019 |
| Increase the share of Single Departmental Plan results that can be disaggregated by disability status up from the Sept 17 baseline of 5% | ISD | 2023 |
| Advocate for and support use of the Washington Group questions for disaggregation where we support national censuses, surveys and administrative systems | Country Offices | 2023 |
| Set out our support to health systems including people with disabilities as part of addressing the 'Leave No One Behind' agenda in the forthcoming Health Systems Strengthening Position Paper. | HDD | 2023 |

| DELIVERABLE 2 <i>Living Our Values</i> | | |
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| ACTIONS | LEAD DEPT. | DEADLINE |
| Communicate to suppliers the expectation that they demonstrate their commitment to disability inclusion and technical understanding and the importance of consulting and engaging with people with disabilities throughout programme interventions | PCD | 2019 |
| Include disability considerations into guidance on Terms of Reference, evaluation criteria and sourcing strategies and require all suppliers to demonstrate disability inclusiveness characteristics | PCD | 2019 |
| Publish a People Strategy which will include our plans over the next 3 years to recruit, retain, and recognise the skills and talents of all our staff, including those with disabilities | HR | 2019 |
| Review progress as a Disability Confident Leader every six months, with action integrated into our Diversity and Inclusion workplan | HR | 2023 |

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| Improve support staff with disabilities internally and through the Civil Service Workplace adjustments service , including assistance and provision of tailored technology such as screen readers, touch screens, and voice recognition software | HR | 2019 |
| Support Civil Service Diversity Internships and internships from Leonard Cheshire Disability , and facilitate the same targeted advertising for those with disabilities in our locations around the world as we do in the UK | HR | 2019 |
| Benchmark ourselves against the “Thriving at Work” standards , the ‘mental health core standards’ that all employers can adopt to better support the mental health of their staff | HR | 2019 |